JOB HAZARD ANALYSIS (JHA)

Business name

Document: JHA-001 Rev 1
Prepared: Nov 9, 2026
Review by: Dec 9, 2026
Highest risk after controls: Medium

1. BUSINESS AND JOB DETAILS

Job	Footings: dig, rebar and pour	**Start date**	Nov 9, 2026
Working hours	7:00 am to 3:30 pm	**Trade**	Concreting

2. JOB STEPS, HAZARDS AND CONTROLS

#	Job step	Hazards	Risk before	Controls	Risk after	Responsible
1	Locate underground services before excavating	Hitting underground services Gas and fuel lines Rules: 29 CFR 1926.651(b) and your state 811 law	**Critical Possible / Fatality**	1.1 Keep machine buckets well clear of marked services and use a spotter. [Engineering (guarding)] 1.2 Scan the area with a cable locator before digging and mark services on the ground. [Engineering] 1.3 Hand dig or vacuum excavate to expose services before using a machine near them. [Engineering] 1.4 Call 811 before you dig and wait until all utilities have marked their lines. [Administrative] 1.5 Keep plans or locate tickets on site and check them again if the work area grows. [Administrative] 1.6 Support or protect exposed utilities so they cannot sag or break while the excavation is open (29 CFR 1926.651(b)(4)). [Administrative] 1.7 If you hit a service, stop, get everyone clear, and call the owner and emergency services. [Administrative] 1.8 Wear safety boots, gloves and hi-vis when digging. [PPE] 1.9 Isolate and purge the line before work, with the owner's approval. [Elimination] 1.10 Lock off and tag the isolation valve. [Engineering (guarding)] 1.11 Check for leaks with a gas detector before and during work, and ventilate the area. [Engineering] 1.12 Only licensed gas fitters work on gas lines. [Administrative] 1.13 Remove ignition sources: no smoking, no hot work and no sparking tools near the line. [Administrative] 1.14 Know where the shut-off valve is and what to do if a leak happens. [Administrative] 1.15 Wear safety glasses and gloves, and keep a fire extinguisher close by. [PPE]	**Medium Rare / Fatality**	Site supervisor
2	Dig footings, keeping people out of the excavator swing	Being hit by heavy equipment Trench or excavation collapse Rules: 29 CFR 1926 Subpart	**Critical Possible / Fatality**	2.1 Separate people and equipment with barriers, exclusion zones and marked walkways. [Engineering (guarding)] 2.2 Use equipment with working backup alarms, cameras and lights. [Engineering]	**Medium Rare / Fatality**	Site supervisor

#	Job step	Hazards	Risk before	Controls	Risk after	Responsible
		O; 29 CFR 1926 Subpart P		2.3 Have a site traffic plan showing equipment routes, loading areas and pedestrian paths. [Administrative] 2.4 Use a spotter when backing up or working near people. [Administrative] 2.5 Make eye contact with the operator before going near. Stay out of the swing radius. [Administrative] 2.6 Operators are trained and authorized for each machine. Forklift and telehandler operators are trained, evaluated and certified by the employer (29 CFR 1910.178(l), via 1926.602(d)). [Administrative] 2.7 Do a pre-start check on each machine every day and record it. [Administrative] 2.8 Wear hi-vis clothing and a hard hat. [PPE] 2.9 Use methods that keep people out of the trench, such as directional boring or working from the surface. [Elimination] 2.10 Barricade or cover the excavation so people and equipment cannot fall in. Use guardrails on walkways that cross it (29 CFR 1926.651(l)). [Engineering (guarding)] 2.11 Use a protective system (sloping, shoring or a trench box) in any trench 5 feet or deeper, or shallower if the competent person sees signs of a possible cave-in (29 CFR 1926.652). [Engineering] 2.12 Protective systems for trenches over 20 feet deep are designed by a registered professional engineer (29 CFR 1926.652(b), (c)). [Engineering] 2.13 Keep spoil, materials and equipment at least 2 feet back from the edge. [Engineering] 2.14 Provide a ladder, stairway or ramp within 25 feet of workers in trenches 4 feet or deeper. [Engineering] 2.15 Competent person inspects the trench daily, after rain and as conditions change, and tests the air before entry in trenches over 4 feet deep where a hazardous atmosphere could exist (29 CFR 1926.651(g), (k)). [Administrative] 2.16 Nobody works in a trench where water is collecting unless the competent person has controls in place, such as pumping or special support (29 CFR 1926.651(h)). [Administrative] 2.17 Nobody stands under a loaded bucket or near a truck being loaded (29 CFR 1926.651(e)). [Administrative] 2.18 Never work alone in a trench. Watch for water, cracks and bulging walls, and get out if you see them. [Administrative] 2.19 Wear a hard hat, hi-vis and safety boots. [PPE]		
3	Cover or barricade open footings	Falling through a floor opening or void Public entering the work area Rules: 29 CFR 1926 Subpart M	**Critical Possible / Fatality**	3.1 Cover every hole with a secured cover marked "HOLE" or "COVER" that can hold twice the weight it may carry. [Engineering (guarding)] 3.2 Put guardrails with toe boards around stairwells, elevator shafts, floor holes and open edges. [Engineering (guarding)] 3.3 Install stairs early and fit temporary handrails as soon as	**Medium Rare / Fatality**	Site supervisor

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				they go in. [Engineering] 3.4 Never remove a cover or guardrail without approval. Put it back straight away. [Administrative] 3.5 Inspect covers and barriers daily and after other trades have been through. [Administrative] 3.6 Keep lighting good enough to see openings, especially on lower floors and in the evening. [Administrative] 3.7 Use a harness clipped to a rated anchor when working right next to an open void. [PPE] 3.8 Fence off the site with secure temporary fencing and lock the gates when you leave. [Engineering (guarding)] 3.9 Give pedestrians a safe, marked path around the work, with ramps for strollers and wheelchairs. [Engineering (guarding)] 3.10 Use hoarding, covered walkways or catch fans where work is above public areas. [Engineering] 3.11 Put signs at each entry: site name, contact number and "No unauthorized entry". [Administrative] 3.12 Make the site safe at the end of each day: cover holes, lower plant, remove ladders and lock tools away. [Administrative] 3.13 Use a spotter when moving plant or materials across public paths. [Administrative]		
4	Cut and tie rebar, capping bars that stick up	Impalement on rebar Angle grinder injuries Lifting and carrying heavy loads Rules: 29 CFR 1926.701(b)	**High** **Possible /** **Serious injury**	4.1 Guard all protruding rebar to remove the impalement risk (29 CFR 1926.701(b)). [Engineering] 4.2 Bend bars over where the design allows. [Engineering] 4.3 Use guardrails or covers near vertical rebar so nobody can fall onto it. [Engineering] 4.4 Keep walkways clear of exposed bars and mark the hazard. [Administrative] 4.5 Wear gloves, safety glasses and safety boots when handling bar. [PPE] 4.6 Use a guarded saw or a different tool where you can. [Substitution] 4.7 Keep the guard on and use the side handle. Never remove the guard. [Engineering] 4.8 Use the right disc for the job, rated for the grinder's speed. Check it for cracks first. [Administrative] 4.9 Only trained people change discs, with the grinder unplugged or the battery out. [Administrative] 4.10 Keep both hands on the grinder and let the disc stop before putting it down. [Administrative] 4.11 Plan to avoid carrying: have materials delivered, and old items picked up, as close as possible to where they are used. [Elimination] 4.12 Use lighter or smaller loads: order smaller bags and shorter lengths, and drain or break down old items before moving them. [Substitution] 4.13 Use trolleys, pallet jacks, hoists, vacuum lifters or plant	**Medium** **Unlikely /** **Serious injury**	Site supervisor

#	Job step	Hazards	Risk before	Controls	Risk after	Responsible
				instead of carrying by hand. [Engineering] 4.14 Use a two-person lift for anything heavy, long or awkward. Plan the route first and clear it. [Administrative] 4.15 Keep the load close, back straight and no twisting. Turn with your feet. [Administrative]		
5	Pour and vibrate concrete	Wet concrete and cement burns Hand-arm and whole-body vibration Loud noise Rules: 29 CFR 1926.52	**High Likely / Recordable / lost time**	5.1 Use long-handled tools and pumps to cut down contact. [Engineering] 5.2 Wash concrete off skin straight away with clean water. [Administrative] 5.3 Have clean water and eye wash at the pour. [Administrative] 5.4 Wear waterproof gloves, long sleeves and rubber boots with pants worn over the top. [PPE] 5.5 Wear safety glasses or goggles to stop splashes. [PPE] 5.6 Use low-vibration tools and methods, such as a breaker on an excavator instead of a hand jackhammer. [Substitution] 5.7 Keep tools sharp and well maintained, and use anti-vibration handles and seats. [Engineering] 5.8 Limit trigger time on high-vibration tools and rotate workers. [Administrative] 5.9 Keep hands warm and dry, and take regular breaks. [Administrative] 5.10 Report tingling, numbness or white fingers early. [Administrative] 5.11 Use quieter tools and methods, such as cut-to-size materials, low-noise machines and battery tools. [Substitution] 5.12 Keep noisy plant away from work areas, and use screens or distance between the noise and people. [Engineering (guarding)] 5.13 Keep tools maintained and use mufflers on compressors and generators. [Engineering] 5.14 Limit time on noisy tools and rotate workers. [Administrative] 5.15 If you have to shout to be heard at arm's length, wear hearing protection. [Administrative]	**Medium Unlikely / Recordable / lost time**	Site supervisor
6	Clean up tools and waste	Poor housekeeping and waste	**Medium Likely / Minor injury**	6.1 Order materials to size and send packaging back where you can. [Elimination] 6.2 Put dumpsters and waste chutes close to the work. [Engineering] 6.3 Clean as you go, and do a full clean up at the end of each day. [Administrative] 6.4 Keep exits, stairs and walkways clear at all times. [Administrative] 6.5 Stack materials neatly on level ground, away from edges. [Administrative] 6.6 Wear gloves when handling waste. [PPE]	**Low Unlikely / Minor injury**	Site supervisor

Risk key: risk = likelihood x consequence on a 5 x 5 matrix. Low, Medium, High, Critical. Work must not start while the risk after controls is high or above. Controls are listed in order of the hierarchy of controls:

3. PPE AND PERMITS

Required PPE	Permits and plans
Safety-toe boots (ASTM F2413) High-visibility safety apparel, ANSI/ISEA 107 Class 2 or 3 (Type R near roadways) Hard hat (ANSI Z89.1) Chemical-resistant gloves Safety glasses (ANSI Z87.1) Work gloves Face shield (ANSI Z87.1) Hearing protection (earmuffs or plugs) Cut-resistant gloves Safety goggles (ANSI Z87.1) Knee pads	811 locate ticket / excavation permit

4. PLANT AND EQUIPMENT

Plant / equipment	License or training needed	Inspection needed	Rego / ID	Last inspected	Certificate / report
Excavator					
Concrete pump truck		Boom, outriggers, pipeline, clamps and hoses checked before each shift; frequent and periodic inspections to ASME B30.27 and the manufacturer			
Hand tools					
Angle grinder		Visual check of cord, plug and guards before each day's use; if you run an assured equipment grounding program instead of GFCIs, test every 3 months (29 CFR 1926.404(b)(1))			

5. TRAINING REQUIRED FOR THIS WORK

- Equipment operator training (29 CFR 1926.20(b)(4)); forklift and telehandler operators trained, evaluated and certified, re-evaluated every 3 years (29 CFR 1910.178(l))
- Competent person for excavations, trained in soil classification and protective systems (29 CFR 1926.651(k), 1926.652)
- Fall protection training by a competent person, with a written certification record (29 CFR 1926.503)

6. CREW TRAINING AND CERTIFICATIONS

Crew listed at sign-on below, with ticket and licence numbers.

7. EMERGENCY ARRANGEMENTS

Emergency number	911	**First aid kit**	In the work vehicle
Fire extinguisher	In the work vehicle	**Alarm and evacuation**	Shout for help and stop work. Make the area safe and go to the assembly point. Call the emergency number and send someone to meet the ambulance.

Reporting incidents	Report a fatality to OSHA within 8 hours, and an in-patient hospitalization, amputation or eye loss within 24 hours.		

8. MONITORING, REVIEW AND LEGAL BASIS

A competent person inspects the job site, materials and equipment before work each day and as conditions change (29 CFR 1926.20(b)(2)). Any time this JHA is revised, the affected crew is re-briefed and signs again.

Legal basis: OSH Act Section 5(a)(1) and 29 CFR 1926, Safety and Health Regulations for Construction (incl. 1926.20 and 1926.21). OSHA requires employers to find and fix hazards and to train workers on them. A JHA breaks the job into steps, lists the hazards in each step and the controls that protect the crew. General contractors often require one before you start.

Keep this JHA on site during the job, and keep it with the training and inspection records for at least 1 year after the job (longer if your state plan or general contractor requires it). OSHA does not set a retention period for JHAs themselves.

9. REVISION HISTORY

Rev	Date	By	What changed
1	Nov 9, 2026		First issue

10. SIGN-OFF

	Name	Signature	Date	
Prepared by				
Supervisor				
General contractor review				Accepted for use: Yes / No

By signing below, each crew member confirms they were trained on the hazards and controls in this JHA before work started, and will follow it. Stop work and tell the supervisor if conditions change.

Name	Role / company	Tickets / licences	Signature	Date

Name	Role / company	Tickets / licences	Signature	Date